

WLS-TV ANNUAL EEO PUBLIC FILE REPORT, AUGUST 1, 2009

This Annual EEO Public File Report is filed on behalf of WLS-TV (the "Station") in compliance with the FCC's EEO reporting requirements.

This report includes information from July 16, 2008 through July 15, 2009, and will be placed in the Station's public files and on the Station's website as of August 1, 2009.

General Policy

WLS-TV has a longstanding commitment to a policy of equal employment and advancement opportunities for all qualified individuals without regard to race, color, gender, marital status, religion, age, national origin or citizenship status, disability, sexual orientation, status as a Vietnam era or special disabled veteran, or any other protected characteristic as established by law.

This commitment to fair employment practices applies to every aspect of the employment process to ensure that equal consideration is extended to all employees and applicants in recruitment, selection procedures, employee development, performance evaluation, promotions, transfers, benefits and other aspects of employment.

It is WLS-TV's policy to promote the realization of equal employment opportunity through a positive, continuing program of specific recruitment, outreach, hiring, promotion and other practices designed to ensure the full realization of equal employment opportunity.

Responsibility

Emily Barr, President and General Manager of WLS-TV, is in charge of the implementation and administration of the Equal Opportunity Programs and the accuracy of the information in this report.

Job Vacancy Information

WLS-TV is an equal opportunity employer that is committed to meeting and surpassing the Station's EEO information dissemination obligations. Notices of all full-time job vacancies were posted on the Station's website, on the website of The Walt Disney Company, its ultimate parent company, and on the Illinois Broadcasters Association website. Notices of those job openings were also sent to other professional groups and minority and women's organizations that requested such notification or that the Station believed could be useful referral sources. In addition, The Walt Disney Company sent notices of all those full-time vacancies to Direct Employers, which in turn sent these notices on to a large number of nonprofit organizations across the country. See *Attachment A*, the Station's Recruitment Source List, for names, addresses, contact names and numbers of the organizations to which the Station directly sends notices of job openings. See *Attachment B* for the Direct Employers Association Network Sites.

The Station also advertises many of its job openings in publications and on job-related websites calculated to reach a variety of other qualified applicants. The publications that were used to advertise particular job openings are listed in *Attachment C*.

The Station will continue to actively seek out new recruitment sources to ensure that word of all job openings is distributed to a broad pool of potential applicants.

Positions Filled

During the reporting period (July 16, 2008 through July 15, 2009), WLS-TV filled four full-time job vacancies. See *Attachment C* for information about the recruitment initiatives used and the results of those recruitment initiatives.

Supplemental Recruitment Measures

(A) *Internship Program*: WLS-TV is continuing to offer internships during each fall, winter/spring and summer sessions to college and university students (including women and minorities). An internship generally lasts 12-15 weeks, with each student working about 20 hours per week for school credit. To recruit college interns, our Internship Coordinator goes to several colleges and works directly with the Internship Directors at each school. Information about the internship program is also on the Station's website.

Those who have successfully completed the Station internship program have often received full-time paid positions in broadcasting after graduation. By way of example:

- Two of the Station's former interns became General Assignment Reporters at other television stations.

- One former intern became employed as an Account Executive in ABC National TV Sales and has since been promoted to Vice President, Local Sales Manager at WLS-TV.
- One former intern was hired by ABC-TV as a Sales Assistant in Network Sales and another as a Sales Assistant for WLS-TV. The Sales Assistant for WLS-TV has since been promoted to a Marketing Sales Associate.
- A former intern was hired by WLS-TV as an Account Executive.
- In 2004 three former interns were hired as freelance employees by WLS-TV, one in Programming, one in Accounting and one in News.
- In 2005 two former interns were hired as freelance employees by WLS-TV in News.
- In 2006 two former interns were hired as freelance employees by WLS-TV in News.

See *Attachment D* for a description of internship opportunities and a list of the schools the interns attend.

(B) Job Fairs: In July of 2008, the Station hosted a booth at the Unity: Journalists of Color, Inc. Conference. News Director Jennifer Graves and Executive Producers Anthony Shute and Wilson Toy, all whom have input into hiring decisions, attended and collected resumes of potential job applicants. Ms. Graves, Mr. Shute and Mr. Toy reviewed applicant reels and counseled journalists on what hiring managers hope to see when screening audition tapes.

(C) Career Days: Over the past year, some of the Station's on-air-talent have given career-oriented talks at the following locations:

Cheryl Burton
Kennedy King College – Chicago, IL – April 16, 2009

Tracy Butler
El Sierra Elementary – Downers Grove, IL – November 20, 2008

Mike Caplan
Country Meadows School – Long Grove, IL – November 13, 2008

Alan Krashesky
Kennedy Junior High School – Lisle, IL – April 24, 2009

Phil Schwarz
Gavin Middle School – Ingleside, IL – April 7, 2009

St. Francis de Sales High School – Chicago, IL – April 7, 2009

Rosalyn Varon

Roosevelt Middle School – River Forest – May 14, 2009

(D) Media Trade Group Postings: During the reporting period, the Station posted all of its full-time job openings on the employment page of the website of the Illinois Broadcasters Association.

Efforts to Improve Mailing List and Recruitment Methodology

In an effort to expand and improve its organizational mailing list, the Station has a notice on its website and has aired a 15-second spot on both the analog and high definition simulcast channels as well as the Station's second high definition channel requesting that organizations interested in being added to our mailing list contact us. The 15-second spot aired once a month between August and December of 2008 on the analog and high definition simulcast channels and once a month between July and December of 2008 on the second high definition channel.

WLS-TV is engaged in a continual effort to evaluate the effectiveness of its EEO outreach and recruitment program and to improve and refine it as needed by monitoring the responses that are received and ensuring that the interviewing pool for the positions it fills includes a large number of qualified applicants from diverse sources. WLS-TV continually modifies and regularly expands its recruitment program as needed to fulfill these goals.

ATTACHMENT A

WLS-TV RECRUITMENT SOURCE LIST

For the Entire Period 07/16/08 – 07/15/09

602 Communications - 1011 Lyndhurst Falls Lane, Knightdale, NC 27545
Contact Sandy Lizik Phone (919) 217-4438.

Chicago Urban League - 220 South State Street – Suite 1100 - Chicago, Illinois 60604
Contact Joe O. Gray - Phone (312) 692-0766 - Fax (312) 692-0769

*Connecticut School of Broadcasting – 3250 Lacey Road – Suite 130 – Downers Grove,
IL 60515 Effective 1/23/09
Contact Gina Ferraro – Phone (630) 390-3568
Email csbdownersgrove@gocsb.com and jobs@gocsb.com

Direct Employers Association – See Attachment B

Harold Washington College - 30 East Lake Street - Chicago, Illinois 60601
Contact Ollie Horan – Phone (312) 553-5667 – Fax (312) 553-3130

*Hull House Association - LeClaire-Hearst Community Center - 4340 South Lamont
Avenue, Chicago, Illinois 60638
Contact Samantha Miller – Phone (773) 767-1516 – Fax (773) 767-6398

Illinois Broadcasters Association Website - www.ilba.org

Illinois Center for Broadcasting - 55 West 22nd St. Suite 240, Lombard, IL 60148
Phone (630) 916-1700.
Email placement.chicago@beonair.com

Illinois Department of Human Services - 401 South Clinton Street - Chicago, Illinois
60607
Contact Job Board – Phone (312) 814-4392 – Fax (312) 814-2378
E-mail DHSD3232@dhs.state.il.us

*Joint Civic Committee of Italian Americans – 3800 W. Division Street -
Stone Park, Illinois 60165
Contact Marie Palello – Phone (708) 450-9050 – Fax (708) 450-9065
E-mail jccia@voyager.net
Website www.jccia.com

Latino Council on Media - 2011 West Pershing Road - Chicago, Illinois 60609
Contact Mary Gonzalez-Koenig – Phone (773) 247-1778 – Fax (773) 247-3924
E-mail marygkoenig@scj-usa.org

NAACP - 800 East 78th Street - Chicago, Illinois 60619
Contact Rev. James Demus – Phone (773) 487-9600 – Fax (773) 487-9633

*NABET – CWA Local 41 – (National Association of Broadcast Employees & Technicians) 203 North Wabash Avenue – Suite 2118 – Chicago, Illinois 60601
Contact Charlie Braico – Phone (312) 372-4111 – Fax (312) 372-4115
E-mail charlieb@nabet41.org
Website [NABET 41.org](http://NABET41.org)

*NABET – CWA – (National Association of Broadcast Employees & Technicians)
501 3rd Street, N.W., Washington DC 20001-2797
Contact John Clark - Phone (202) 434-1254 – Fax (202) 434-1426
For NABET positions only

NABJ (National Association of Black Journalists) - 8701A Adelphi Road - Adelphi, MD 20783
Contact Warren Paul – Phone (301) 445-7100 - Fax (301) 445-7101
Website www.nabj.org

NABJ Chicago - 190 North State – 11th Floor - Chicago, Illinois 60601
Contact Marsha Eaglin – Phone (312) 750-7704 – Fax (312) 750-7701
E-mail secretary@nabjchicago.org

NAHJ (National Association of Hispanic Journalists) - 1000 National Press Building
529 14th St. NW, Washington, DC 20045-2001
Contact Job Bank Coordinator – Phone (202) 662-7145 – Fax (202) 662-7144
E-mail jobbank@nahj.org

NLGJA (National Lesbian & Gay Journalists Association) - 1420 K Street, NW
Suite 910 - Washington, DC 20005
Contact L. Spencer – Phone (202) 588-9888 – Fax (202) 588-1818
E-mail info@nlgja.org

Operation PUSH, Inc. - 930 East 50th Street - Chicago, Illinois 60615
Contact Marnie Trotter - Phone (773) 373-3366 - Fax (773) 373-3571

Spanish Coalition for Jobs - 2011 West Pershing Road - Chicago, Illinois 60609
Contact Sandra Luna – Phone (773) 247-0707 – Fax (773) 247-4975

Television Bureau of Advertising - 3 East 54th Street - New York, NY 10022
Contact Job Bank Coordinator – Phone (212) 486-1111 – Fax (212) 935-5631
E-mail hope@tvb.org

*TVJobs.Com - P.O. Box 4116 - Oceanside, CA 92052
Contact Mark Holloway – Phone (760) 754-8177 – Fax (760) 754-2115
Website www.tvjobs.com

United Cerebral Palsy Association – 325 North Wells Street – Suite 321
Chicago, Illinois 60610
Contact Angela Welch – Phone (312) 464-1608– Fax (312) 464-1646
E-mail awelch@ucpnet.org

Westside Business Improvement - 5427 West Madison - Chicago, Illinois 60644
Contact Kimberly Richardson – Phone (773) 921-0166 – Fax (773) 921-0935

WLS-TV Website
www.abc7chicago.com

Women Employed - 111 North Wabash - Suite 1300 - Chicago, Illinois 60602
Contact Maritza Gonzalez – Phone (312) 782-3902 – Fax (312) 782-5249
E-mail info@womenemployed.org

*Worknet Chicago – 10456 South Halsted – Chicago, Illinois 60628
Contact Doug Nestingen – Phone (773) 233-4364 – Fax (773) 298-0810
E-mail dnesting@desiatchicago.com

Youth Job Center of Evanston - 1114 Church Street - Evanston, Illinois 60201
Contact James Sibley – Phone (847) 964-5627 – Fax (847) 864-3098

* These organizations explicitly requested to be placed on the Station's Recruitment Source List

ATTACHMENT B

DirectEmployers Association Network Sites JobCentral.com - *National Labor Exchange*

State Networks			
AK.JobCentral.com	AK	NE.JobCentral.com	NE
AL.JobCentral.com	AL	NV.JobCentral.com	NV
AR.JobCentral.com	AR	NH.JobCentral.com	NH
AZ.JobCentral.com	AZ	NJ.JobCentral.com	NJ
CA.JobCentral.com	CA	NM.JobCentral.com	NM
CO.JobCentral.com	CO	NY.JobCentral.com	NY
CT.JobCentral.com	CT	NC.JobCentral.com	NC
DE.JobCentral.com	DE	ND.JobCentral.com	ND
FL.JobCentral.com	FL	OH.JobCentral.com	OH
GA.JobCentral.com	GA	OK.JobCentral.com	OK
HI.JobCentral.com	HI	OR.JobCentral.com	OR
IA.JobCentral.com	IA	PA.JobCentral.com	PA
ID.JobCentral.com	ID	RI.JobCentral.com	RI
IL.JobCentral.com	IL	SC.JobCentral.com	SC
IN.JobCentral.com	IN	SD.JobCentral.com	SD
KS.JobCentral.com	KS	TN.JobCentral.com	TN
KY.JobCentral.com	KY	TX.JobCentral.com	TX
LA.JobCentral.com	LA	UT.JobCentral.com	UT
MA.JobCentral.com	MA	VT.JobCentral.com	VT
MD.JobCentral.com	MD	VA.JobCentral.com	VA
ME.JobCentral.com	ME	WA.JobCentral.com	WA
MI.JobCentral.com	MI	DC.JobCentral.com	Washington, DC.
MN.JobCentral.com	MN	WV.JobCentral.com	WV
MO.JobCentral.com	MO	WI.JobCentral.com	WI
MS.JobCentral.com	MS	WY.JobCentral.com	WY
MT.JobCentral.com	MT		

Diversity	Other		Global
DiversityWorking.com	About.com	Just-posted.com	Indeed Canada
Vetsuccess.gov/jobs	Clusty.com	LinkedIn.com	Japan.recruit.net
Disaboom	Google	Local.com	China.recruit.net
disABLEdperson.com	Google Desktop	Lycos Classifieds	HongKong.recruit.net
JobCentral Diversity	GoSasa.com	MammaJobs	India.recruit.net
OCCMundial	Indeed	Myway.com	Australia.recruit.net
MultiCultural Womens' Council	Info.com	New York Times	Singapore.recruit.net
	Jobalot	Oodle.com	Jobespresso.net - Italy
	JobCentral Myspace	SimplyHired 50+	Jobrapido.at - Austria
	Jobs.myspace	SimplyHired.com	Jobrapido.br - Brazil
	Jobsources.info	Snap.com	Jobrapido.ch - Switzerland
	Juju.com	TalentPlanet.com	Jobrapido.co.uk - UK
			Jobrapido.de - Germany
			Jobrapido.es - Spain

States	Metro				
Alabama	Birmingham	Huntsville	Mobile	Montgomery	
Alaska	Anchorage	Fairbanks	Juneau		
Arizona	Flagstaff	Phoenix	Tucson		
Arkansas	Fayetteville	Little Rock			
California	Bakersfield	Fresno	Lancaster	Los Angeles	Modesto
	Oakland	Sacramento	Salinas	San Bernardino	San Diego
	San Francisco	San Jose	Santa Clara	Stockton	Vellejo
Colorado	Colorado Springs	Denver	Fort Collins	Pueblo	
Connecticut	Bridgeport	Hartford	New Haven	Stamford	Waterbury
Delaware	Dover	Wilmington			
District of Columbia	Washington				
Florida	Clearwater St. Petersburg	Fort Lauderdale Tallahassee	Jacksonville Tampa	Miami	Orlando
Georgia	Athens	Atlanta	Augusta	Columbus	Savannah
Hawaii	Hilo	Honolulu			
Idaho	Boise	Pocatello			
Illinois	Aurora Springfield	Chicago	Joliet	Peoria	Rockford
Indiana	Evansville	Fort Wayne	Gary	Indianapolis	South Bend
Iowa	Cedar Rapids	Des Moines			
Kansas	Kansas City	Topeka	Wichita		
Kentucky	Frankfurt	Lexington	Louisville		
Louisiana	Baton Rouge	Lafayette	New Orleans	Shreveport	
Maine	Augusta	Portland			
Maryland	Annapolis	Baltimore			
Massachusetts	Boston	Springfield	Worcester		
Michigan	Ann Arbor	Battle Creek	Detroit	Grand Rapids	Lansing
Minnesota	Minneapolis	St. Paul			
Mississippi	Gulfport	Jackson			
Missouri	Independence	Jefferson City	Kansas City	Springfield	St. Louis
Montana	Billings	Helena			
Nebraska	Lincoln	Omaha			
Nevada	Carson City	Las Vegas	Reno		
New Hampshire	Concord	Manchester			
New Jersey	Elizabeth	Jersey City	Newark	Paterson	Trenton
New Mexico	Albuquerque	Santa Fe			
New York	Albany Syracuse	Buffalo	Elmira	New York	Rochester

North Carolina	Asheville Durham	Charlotte Winston-Salem	Fayettesville	Greensboro	Raleigh
North Dakota	Bismark	Fargo			
Ohio	Akron Toledo	Cincinnati	Cleveland	Columbus	Dayton
Oklahoma	Oklahoma City	Tulsa			
Oregon	Eugene	Portland	Salem		
Pennsylvania	Allentown	Erie	Philadelphia	Pittsburgh	
Rhode Island	Providence				
South Carolina	Charleston	Columbia			
South Dakota	Pierre	Sioux Falls			
Tennessee	Chattanooga	Clarksville	Knoxville	Memphis	Nashville
Texas	Abilene Corpus Christi Laredo Waco	Amarillo Dallas Longview Wichita Falls	Austin El Paso Lubbock	Beaumont Fort Worth San Antonio	Brownsville Houston Tyler
Utah	Provo	Salt Lake City			
Vermont	Burlington	Montpelier			
Virginia	Alexandria	Norfolk	Richmond	Virginia Beach	
Washington	Olympia	Seattle	Spokane	Tacoma	
West Virginia	Charleston	Huntington			
Wisconsin	Green Bay	Madison	Milwaukee		
Wyoming	Casper	Cheyenne			

Military Network

JobCentral Veterans
hirevetsfirst.gov

CorporateGray.com

Alumni Network

Abilene Christian University	Brandeis University
Adelphi University	Brazosport College
Adirondack Community College	Brewton-Parker College
Albion College	Brookhaven College
Albright College	Brooklyn College, City University of New York
Alcorn State University	Bryant University
Alfred University	Buena Vista University
Allegheny College	Butler University
Alvin Community College	Caldwell College
American University	California Baptist University
American University of Paris	California State University, Bakersfield
Ancilla College	California State University, Chico
Anderson University	California State University, East Bay
Anna Maria College	California State University, Fullerton
Aquinas College	California State University, Long Beach
Arcadia University	California State University, Monterey Bay
Arizona State University (Sun Devil CareerLink)	California State University, San Marcos
Arkansas State University	California University of Pennsylvania

Arkansas Tech University
 Ashford University
 Athens State University
 Auburn University
 Augusta State University
 Augustana College
 Augustana College (SD)
 Austin College
 Babson College
 Baker College
 Ball State University (Cardinal ViewJobs)
 Barnard College
 Barton College
 Baruch College, City University of New York
 Belhaven College
 Belmont Abbey College
 Belmont University
 Beloit College
 Bemidji State University
 Bennington College
 Berkeley College
 Boston College
 Boston College Carroll Graduate School of Management
 Boston University (BU CareerLink)
 Bowdoin College
 Bradley University

Calvin College (CalvinLink)
 Campbell University
 Campbellsville University
 Capital University
 Carlow University
 Carroll College
 Castleton State College
 Cayuga Community College
 Cazenovia College
 Cedar Crest College
 Central Florida Community College
 Central Methodist College
 Central Michigan University
 Central Missouri State University
 Central Piedmont Community College
 Central Texas College
 Central Washington University
 Centre College
 Chaminade University of Honolulu
 Chattahoochee Technical College
 Chestnut Hill College
 Chowan College

 Christopher Newport University
 City College of Chicago-Truman College
 Claflin University
 Clark University
 Clarke College

Alumni Network Continued...

Clarkson University
 Clemson University
 Coastal Carolina Community College
 Coastal Carolina University
 Coe College

 Colgate University
 College of Mount Saint Vincent
 College of Mount St. Joseph
 College of Notre Dame of Maryland
 College of Saint Benedict
 Colorado Christian University
 Colorado School of Mines
 Colorado State University, Pueblo
 Concordia College
 Concordia University, Wisconsin
 Concordia University-River Forest, IL
 Connecticut College
 Converse College
 Corning Community College

Evangel University
 Fairfield University
 Farmingdale State University
 Flathead Valley Community College
 Florida International University (PantherLink)
 Florida Metropolitan University Online (FMU Online)
 Florida State University (Seminole CareerNet)
 Florida Technical College
 Floyd College
 Fordham University
 Franklin College
 Frostburg State University
 Geneva College
 George Mason University
 George Washington University (GWork)
 Georgetown University
 Georgia College & State University
 Georgia Institute of Technology
 Georgia Southwestern State University

Covenant College
 Culver-Stockton College
 Daniel Webster College
 Dartmouth College
 Delaware State University
 Delaware Valley College
 Delta State University
 Denison University
 DeSales University
 Dickinson College
 Dominican University
 Drew University
 Drexel University
 Drury University
 Duquesne University
 East Carolina University
 Eastern Kentucky University

Eastern Michigan University
 Eastern Nazarene College
 Eastern New Mexico University-Roswell
 Eastern Oregon University

Eastern University
 Eastern Washington University
 Eckerd College
 Elizabethtown College

Emerson College (EmersonWorks)
 Emory & Henry College
 Eureka College

Georgia State University
 Gettysburg College
 Gonzaga University
 Goshen College
 Graceland University
 Grand Valley State University
 Green Mountain College
 Grove City College
 Guilford College
 Gustavus Adolphus College
 Hampden-Sydney College
 Harris-Stowe State College
 Hastings College
 Heidelberg College
 High Point University
 Holy Names University
 Howard Payne University
 Hubert H. Humphrey Institute of Public Affairs,
 University of Minnesota (Humphrey Career Link)
 Hudson County Community College
 Hunter College, City University of New York
 Illinois State University

Illinois Wesleyan University
 Indiana Institute of Technology
 Indiana State University (Sycamore CAREERlink)
 Indiana University - School of Informatics
 Indiana University Kelley School of Business,
 Bloomington
 Indiana University Kokomo
 Indiana University Purdue University Indianapolis

Alumni Network Continued...

Indiana University South Bend
 Indiana University, Kelley School of Business,
 Indianapolis
 Indiana University, Purdue University Fort Wayne
 (IPFW JobZone)
 Indiana University, School of Health, Physical
 Education and Recreation
 Indiana Wesleyan University
 Jamestown Community College
 John Brown University

John Jay College of Criminal Justice

Johnson State College

Juniata College
 Kansas State University at Salina

Millikin University

Mineral Area College

Minnesota State University Moorhead

Mississippi State University
 Missouri Western State College

Molloy College
 Mount Aloysius College

Mount Ida College

Mount Marty College

Mount Olive College
 Mount St. Mary College

Kaskaskia College
 Keuka College
 King's College
 La Salle University
 Lafayette College
 Lake Forest College
 Lakeland College
 Lehigh University
 Lewis & Clark College
 Lewis University
 Liberty University
 Long Island University
 Longwood University
 Loras College
 Louisiana State University
 Louisiana State University at Eunice
 Louisiana Tech University
 Lycoming College
 Lyndon State College
 Lyon College
 Macalester College
 Manchester College
 Marian College of Fond du Lac
 Marietta College
 Mars Hill College
 Maryville College
 Maryville University
 Massachusetts College of Liberal Arts
 Meredith College

 Methodist College
 Metropolitan Community Colleges
 Middle Tennessee State University
 Middlebury College

Mount St. Mary's College
 Mount Union College
 Mountain Empire Community College
 Muhlenberg College
 Murray State College
 National-Louis University
 Nebraska Wesleyan University
 New College of Florida
 New Jersey Institute of Technology
 New School University
 New York City College of Technology
 New York Institute of Technology
 New York University (NYU CareerNet)
 Newman University
 Niagara University
 North Carolina State University
 North Central College
 North Park University
 Northeastern State University
 Northeastern University
 Northern Arizona University
 Northern Illinois University
 Northern Michigan University
 Northern State University
 Northland College
 Northwestern College
 Notre Dame College
 Notre Dame de Namur University
 Nyack College
 NYU Robert F. Wagner Graduate School of Public
 Service (Career Directory)
 Occidental College
 Ocean County College
 Oglethorpe University

Alumni Network Continued...

Ohio Wesleyan University
 Oklahoma Baptist University
 Old Dominion University
 Olivet College
 Oregon State University
 Pace University
 Park University
 Penn State - University Park
 Penn State, Altoona
 Penn State, Hazleton
 Penn State, Wilkes-Barre
 Penn State, Worthington Scranton
 Pennsylvania Institute of Technology

Saint Joseph's University
 Saint Martin's College
 Saint Mary-of-the-Woods College
 Saint Mary's College
 Saint Vincent College
 Salem College
 Salisbury University
 Salve Regina University
 Samford University
 San Diego State University
 San Jose State University
 Santa Clara University
 Seattle Central Community College

Pfeiffer University
 Plattsburgh State University
 Pratt Institute
 Presbyterian College
 Providence College
 Purchase College - SUNY (Purchase JobScore)
 Purdue University (CCO Express)
 Purdue University, Krannert School of Management
 Quincy University
 Randolph-Macon College
 Raritan Valley Community College
 Rasmussen College (Rasmussen Job Connect)
 Reed College
 Regent University Graduate School of Business
 Remington College, New Orleans Campus
 Rensselaer Polytechnic Institute (RedHawk JobLink)
 Rice University (Ricelink)
 Ringling School of Art and Design
 Roanoke College
 Rochester College
 Rochester Institute of Technology (RIT Job Zone)

Rockford Business College
 Rollins College
 Rose-Hulman Institute of Technology
 Rutgers, The State University of New Jersey, Camden
 Rutgers, The State University of New Jersey, Newark Campus
 Saint Bonaventure University
 Saint Francis University
 Saint Joseph College
 Saint Joseph's College

Saint Joseph's College of Maine

Seattle Pacific University
 Seton Hill University
 Shoreline Community College
 Simmons College
 Skidmore College
 Slippery Rock University of Pennsylvania
 Soka University
 Sonoma State University
 South Mountain Community College
 Southampton College
 Southeastern Oklahoma State University
 Southern Methodist University
 Southern New Hampshire University
 Southern Oregon University
 Southern Polytechnic State University

Southern State Community College
 Southwest Baptist University
 Southwest Missouri State University
 Southwest Tennessee Community College
 Southwest Virginia Community College
 Southwestern Assemblies of God University

Southwestern College
 Southwestern Illinois College
 Southwestern Oklahoma State University

Southwestern University

St. Ambrose University
 St. Francis College
 St. Gregory's University
 St. Joseph's College, New York
 St. Lawrence University

St. Mary's University

Alumni Network Continued...

St. Norbert College
 St. Olaf College
 St. Thomas Aquinas College
 Stanford University (Cardinal Careers)
 Stephens College

Stetson University
 Stevens Institute of Technology
 Stony Brook University

SUNY Buffalo

SUNY Cobleskill

The Sage Colleges
 The Savannah College of Art and Design
 The University of Alabama in Huntsville
 The University of Kansas
 The University of Montana-Western
 The University of North Carolina at Chapel Hill (CarolinaLink)
 The University of North Carolina at Charlotte
 The University of North Carolina at Greensboro
 The University of Texas at Austin, College of Communication
 The University of Texas at Austin, College of Liberal Arts

SUNY College at Brockport (JobShop)
SUNY Delhi
SUNY Geneseo
SUNY Oswego

Susquehanna University
Swarthmore College
Sweet Briar College

Syracuse University

Tallahassee Community College

Tarleton State University
Taylor University
Teachers College, Columbia University
Temple University - The Fox School of Business &
Management, GCMC
Temple University - The Fox School of Business,
CSPD

Tennessee Technological University
Texas A&M International University
Texas A&M University
Texas A&M University-Commerce
Texas Lutheran University
Texas State Technical College - West Texas
Texas Wesleyan University
The Catholic University of America (Cardinal
Connection)

The College of New Jersey

The College of William and Mary
The Eli Broad Graduate School of Management,
Michigan State University
The Master's College

The Ohio State University
The Ohio State University, Engineering Career
Services
The Robert O. Anderson Schools of Management

The University of Texas at Austin, College of
Natural Sciences
The University of the Pacific
The University of Vermont
Thiel College

Transylvania University
Trevecca Nazarene University
Trinity University

Tri-State University

Troy State University Montgomery

Troy University
Turtle Mountain Community College
Tusculum College

Tyler Junior College

University at Buffalo, School of Management
University at Buffalo, The State University of New
York

University of Alabama at Birmingham
University of Alaska, Anchorage
University of Alaska, Fairbanks
University of Arizona (Wildcat JobLink)
University of Arkansas
University of California, Berkeley (CalJobs)

University of California, Davis (Aggie Job Link)

University of California, Irvine (ZotLink)

University of California, Los Angeles (BruinView)

University of California, Riverside
University of California, San Diego (Port Triton)
University of California, Santa Barbara
(GauchoLink)

University of California, Santa Cruz

Alumni Network Continued...

University of Connecticut, School of Business
University of Colorado at Boulder

University of Colorado at Colorado Springs
University of Dallas, Graduate School of
Management

University of South Florida
University of South Florida Sarasota-Manatee
University of Southern California School of Policy,
Planning & Development

University of Southern Indiana

University of Delaware

University of Evansville (UE JobLink)
University of Florida (Gator CareerLink)
University of Hartford
University of Hawaii at Hilo
University of Houston
University of Illinois

University of Illinois at Chicago

University of Illinois at Urbana
University of Illinois, Urbana-Champaign
University of Indianapolis
University of La Verne
University of Louisiana at Lafayette
University of Louisiana at Monroe
University of Mary
University of Maryland, Baltimore County
University of Massachusetts Boston
University of Massachusetts-Amherst, Isenberg School
University of Michigan Business School
University of Michigan School of Information (iTrack)
University of Minnesota
University of Missouri
University of Nebraska at Kearney (Career Services Solutions)

University of Nebraska, Lincoln (Husker Hire Link)
University of Nevada, Las Vegas (CareerLink)
University of Nevada, Reno (Career Navigator)

University of North Alabama
University of North Carolina Wilmington

University of North Texas Dallas Campus
University of Notre Dame (Go IRISH)
University of Oregon (UO-JobLink)

University of Pennsylvania (PennLink)

University of Pittsburgh
University of Puget Sound
University of Redlands

University of Saint Francis
University of San Diego (ToreroLink)
University of South Alabama

University of St. Thomas

University of Tennessee
University of Texas at Arlington
University of Utah
University of West Florida
University of West Georgia
University of Wisconsin-Green Bay
University of Wisconsin-Madison School of Business

University of Wisconsin-Milwaukee
University of Wisconsin-Platteville
Upper Iowa University
Urbana University
Ursinus College
Utah Valley State College
Utica College
Valley City State University
Valparaiso University

Vassar College
Villanova University

Virginia Highlands Community College
Voorhees College
Wabash College

Wake Forest University
Wake Forest University-Babcock Graduate School of Management
Wallace State Community College
Walsh College

Walsh University
Wartburg College

Washington and Lee University
Washington College
Wayne State University

Waynesburg College

Wells College
Wentworth Institute of Technology
West Texas A&M University
West Virginia University, College of Business & Economics

Alumni Network Continued...

Western Kentucky University
Western Oregon University
Western Washington University
Westminster College

Westwood College of Technology
Wheeling Jesuit University
Whitman College
Whitworth College
Wichita State University
Widener University
Wilkes University
Willamette University
Williams Baptist College
Wilmington College
Wilmington College of Ohio
Winston-Salem State University
Wittenberg University
Xavier University
Yale Divinity School
Yale Graduate School of Arts and Sciences, Yale
University
Yavapai College
Yeshiva University
York College of Pennsylvania

ATTACHMENT C

POSITIONS FILLED BETWEEN 07/16/08 - 07/15/09

Listed below are the 4 full-time positions filled at WLS-TV between 07/16/08 and 07/15/09, the recruitment methods used for each, and the sources of interviewed applicants.

Morning News Writer/Producer

Date position was opened: 5/29/08

Date position was filled: 8/4/08

The Station posted the position on the ABC7 website and the Disney Jobs website, faxed or emailed a notice of the position to the organizations listed on Attachment A, and had notice of the position sent to the organizations listed on Attachment B.

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 website, three employee referrals, one industry referral, three in-house staff employee applicants and one in-house daily hire employee applicant. The referral source for the candidate hired was the ABC7 website.

Website Producer

Date position was opened: 11/4/08

Date position was filled: 12/12/08

The Station posted the position on the ABC7 website and the Disney Jobs website, faxed or emailed a notice of the position to the organizations listed on Attachment A, and had notice of the position sent to the organizations listed on Attachment B.

Three people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the ABC7 website, one applicant from 602 Communications (one of the Station's recruitment sources listed on Attachment A) and one in-house daily hire employee applicant. The candidate hired was the in-house daily hire employee applicant.

Reporter

Date position was opened: 1/7/09

Date position was filled: 2/10/09

The Station posted the position on the ABC7 website and the Disney Jobs website, faxed or emailed a notice of the position to the organizations listed on Attachment A, and had notice of the position sent to the organizations listed on Attachment B.

Nine people were interviewed. Referral sources of the candidates interviewed were as follows: One applicant from the Disney Jobs website, one applicant from the ABC7 website, three applicants from talent agents, one industry referral, two in-house staff employee applicants and one in-house daily hire employee applicant. The candidate hired was an in-house staff employee applicant, who was promoted from his former position, Special Projects Producer.

Special Projects Producer

Date position was opened: 2/12/09

Date position was filled: 3/16/09

The Station posted the position on the ABC7 website and the Disney Jobs website, faxed or emailed a notice of the position to the organizations listed on Attachment A, and had notice of the position sent to the organizations listed on Attachment B.

Seven people were interviewed. Referral sources of the candidates interviewed were as follows: Two applicants from the ABC7 website, one employee referral, one in-house staff employee applicant and three in-house daily hire employee applicants. The referral source for the candidate hired was the ABC7 website.

ATTACHMENT D

INTERNS

Following is a description of internship opportunities at WLS-TV and a list of the schools that the station's 2008-09 interns attended.

NEWS DEPARTMENT

Ball State University
California State University
Columbia College Chicago
DePaul University (3 interns)
DePaul University
Illinois Center for Broadcasting
Indiana University
Lake Forest College
Marquette University
Northwestern University
Olivet Nazarene University
University of Chicago
University of Chicago
University of Illinois -- Champaign
University of Illinois -- Champaign
University of Illinois -- Chicago
University of Missouri
University of Notre Dame

May 2009 -- August 2009
August 2008 -- December 2008
January 2009 -- May 2009
February 2009 -- May 2009
May 2009 -- August 2009
December 2008 -- March 2009
May 2009 -- August 2009
January 2009 -- May 2009
May 2009 -- August 2009
September 2008 -- December 2008
January 2009 -- May 2009
January 2009 -- May 2009
June 2009 -- August 2009
January 2009 -- May 2009
May 2009 -- August 2009
May 2009 -- August 2009
January 2009
May 2009 -- August 2009

Interns are typically assigned to a reporter two days a week and to the news planning department one day a week.

While assigned to reporters, interns work on a variety of stories. Tasks include researching information and setting up possible interviews.

The news planning department is responsible for collecting, researching and developing future news reports for the ABC7 news department. The planning editor and planning department researcher (regular staff employees) create a daily sheet, which lists possible reporting ideas. This list is then used the following day in the morning editorial meeting to decide which news reports will be covered. The planning department is also responsible for planning long-term stories, such as elections and political conventions. News planning department interns assist the planning editor and researcher by answering phone tip lines, collecting and organizing possible future news reports as well as collecting and sorting incoming faxes and mail. They are encouraged to contribute potential story ideas and attend the morning editorial meeting when possible. The interns' duties also include conducting phone pre-interviews on potential interview subjects to determine the newsworthiness of any given story.

SPORTS DEPARTMENT

Carleton College	December 2008 – March 2009
Cornell University	May 2009 – August 2009
DePaul University	January 2009 – May 2009
Indiana University	January 2009 – May 2009
Milliken University	June 2009 – August 2009
University of St. Francis	September 2008 – December 2008

The sports interns are responsible for logging and watching sports events during the day. The interns are also expected to suggest the best highlights for the day's newscast.

When possible, the intern is sent out into the field during sporting events to see how the reporter reacts in the field. From time to time the intern will do interviews.

CREATIVE SERVICES / PROMOTIONS DEPARTMENT

University of Wisconsin-Madison	June 2009 – August 2009
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The creative services / promotions intern learns how to write and produce promotion for TV, including:

- News Topicals (:30, :20 and IDs)
- News Special Reports
- Sport Specials
- Local Programming (*190 North, Healthbeat, N Beat, People Places & Things*)
- Sales Campaigns and other related projects

The creative services / promotions intern:

- Learns how to produce promotional announcements from concept to completion
- Learns how to screen video/audio...and choose the best elements for use.
- Observes editors during the editing process.
- Assists department producers in the production of promotional announcements.
- Works with announcers.
- Works with production crews on location shoots (when scheduled).
- Works with artists in developing graphics for promos.
- Works on various print ads (writing copy, graphic development, and deadline responsibility).

CREATIVE SERVICES / PROGRAMMING DEPARTMENT

Columbia College Chicago	August 2008 – December 2008
Columbia College Chicago (3 interns)	January 2009 – May 2009
Howard University	June 2009 – August 2009
Roosevelt University	February 2009 – April 2009

University of Missouri

May 2009 – August 2009

Interns assigned to the creative services / programming department can be involved in two main areas of work:

- Production
- Publicity

PRODUCTION - Interns work closely with four producers who are responsible for a wide variety of productions and programs scheduled to air on WLS-TV during their time of assignment. Interns can be directly involved in research, planning, shooting, screening and editing of videotape. This is “field” and office experience. In both cases, interns act as production associates to the producers. The work is creative and deadline demanding, and provides an understanding of the work that goes on behind the scenes of studio-based live events and field-produced programs.

PUBLICITY - Interns work closely with the WLS-TV Station Publicist, in concert with the Program Director, in helping to cultivate and maintain a professional public profile in the greater community. Interns learn how press releases are written and how they are used to communicate both publicly and “internally” among other media outlets and allied fields. Interns learn also to gather important information from various sources to help managers keep abreast of the marketplace. The work is information-oriented and provides an understanding of the need for clear communication, both publicly and internally.

CREATIVE SERVICES / GRAPHICS DEPARTMENT

Northwestern University

March 2009 – May 2009

The creative services / graphics department interns are involved in:

- Assisting our staff of designers with hands-on design and production of projects utilizing Macintosh software and some traditional techniques of art production.
- Developing the visual identity of WLS-TV through assigned projects.
- Understanding how graphic design contributes to a television station’s image positioning and brand identity.
- Gaining hands-on experience with Macintosh software.
- Gaining an understanding of animation and post-production through observation of high-end digital paint and editing systems.
- Improving communication skills through daily contact with station employees, outside vendors and other interns in a professional environment.

SALES DEPARTMENT

Southern Illinois University

May 2009 – August 2009

Sales interns become familiar with all aspects of the Local Sales Department. They are trained in:

- Professional business phone etiquette
- Sales and ordering procedures
- Order placement and commercial traffic coordination
- Broadcast standards and commercial clearance
- General Nielsen Rating Research information
- Sales presentation preparation

Sales interns also have the opportunities to observe in:

- Local sales meetings
- Inventory analyzing and pricing meetings
- Projects analyzing program sales
- Master Control airing of commercial pods
- Actual account executive/buyer negotiations

ON LINE OPERATIONS

Columbia College Chicago

June 2009 – August 2009

Online operations include abc7chicago.com and 190north.com as well as several “in production” projects. Website interns:

- Update and develop website content
- Research internet-related reports, sites and systems
- Format documents and images
- Work with other departments in the station on web-related projects